

EAST BAY LABOR JOURNAL

THE ONLY OFFICIAL NEWSPAPER OF ORGANIZED LABOR IN ALAMEDA COUNTY

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SINGLE COPIES TEN CENTS

from the EDITOR'S CHAIR

My New Year's predictions are a little late this year. But here are a few:

- The war in Vietnam will escalate.
- Taft-Hartley Section 14(b) will remain law.
- State Senator John W. Holmdahl will get some kind of appointment.
- Governor Brown will run against Reagan. Brown will win.
- Lieutenant Governor Anderson will be re-elected, as will State Controller Cranston.
- The cost of living will get even higher, and most businessmen will try to blame unions. But if you buy stock in certain big corporations — especially those with fat government contracts — you'll learn where the money goes.
- LBJ will continue trying to impose unofficial wage and price controls — with about as much success as he's had so far.

RESOLUTIONS TO KEEP

- During 1966, I pledge:
- Not to cross any picket lines whatsoever.
 - To support my fellow unionists in their efforts to obtain fair wages and working conditions.
 - To work for election of candidates for public office endorsed by the Alameda County AFLCIO Council on Political Education.
 - To lend my voice to help obtain more union democracy, militancy and unity.
 - To seek truth and expose sham.
 - To teach unionism to the un-unionized and semi-unionized, and better unionism to the weak, misguided and unscrupulous in the labor movement.

THINGS TO OPPOSE

- Growing trends in the United States we should guard against include:
- The belief that military might makes us right, or will solve our problems.
 - The tendency to condone electronic eavesdropping and other invasions of civil liberties.
 - The idea that the rights of an arrested person should be taken away so the job of police can be made easier.
 - Half-way measures in the fight to assure equal rights and opportunities to all citizens, regardless of race or religious beliefs — or lack of same.
 - A lot of other things I can't think of right now but will try to write about during the coming months.

Steamfitters 342

A synopsis of the auditor's report of Steamfitters 342 is printed on page 3 of this issue of the East Bay Labor Journal.

OFFICIAL NOTICES

Unions will find notices of important meetings called by their officers on page 5 of this issue of the Journal.

Build Oakland subway now, Labor Council says

Not enough houses built for John Q.

Too much expensive housing is being built, and not enough for the average citizen.

If more moderately-priced homes are placed on the market, additional construction jobs will be created.

These points were stressed by J. L. Childers, business representative for the Building Trades Council, in testimony before an Assembly Ways and Means subcommittee here last week.

Childers and William T. Leonard, executive vice-president of the Associated Home Builders of the Greater East Bay, both called for a simple change in the State Planning Act.

The word they want to change is "shall."

It should be "shall," Childers and Leonard told the subcommittee, meeting at Metropolitan Oakland International Airport. "Snob" zoning by suburban communities prices homes out of the pockets of many buyers, both said.

Use of the word "shall" in the State Planning Act would help keep residential cities from adopting so many restrictive laws, which keep the prices of homes high.

LOT SIZES

Childers cited the fact that Livermore recently adopted a minimum lot size requirement for new homes of 6,500 square feet. He said this is "pricing a lot of people out of the market."

Livermore wanted to make the minimum 7,500 square feet, but unions and others persuaded it to adopt the compromise figure, according to Childers.

Childers said increasing land costs are a major cause of the drop in homebuilding. He said Bay Area housing starts were about 20,000 fewer in 1965 than in 1964.

Leonard said 40,000 more jobs would be created in California if "snob" zoning were stopped.

The Assembly subcommittee was exploring ways to create employment and spur economic growth.

Michael Peevey, research director for the California Labor Federation, called for tax reform.

His testimony followed a statement adopted by the federation's Executive Council the previous day.

It said: "Low and moderate income families need immediate relief
MORE on page 7



REPAIRING WALL around edge of Lake Merritt has been one of the important civic projects undertaken by youths from the Alameda County Central Labor Council's Work Experience Project, from left, Curtis Henderson, Eddie Grant and Foreman James Green, a member of Laborers 304. Partly hidden are Joe Boatner and Otis McGlothen. The project, financed with \$500,823 in U.S. Neighborhood Youth Corps funds, is providing part-time work for 120 high school pupils and full-time job experience for 244 dropouts.

'Project launched just to get U.S. cash'

A scathing attack upon the Coastal Area Office of the State Department of Employment was made by Executive Assistant Secretary Richard K. Groulx of the Central Labor Council at a legislative hearing last week.

In testimony before the Assembly Interim Committee on Finance and Insurance, meeting in San Francisco, Groulx said:

"Perhaps the underlying problem is the complete insensitivity by the area office to the feelings of the community."

Groulx said the Oakland Adult Minority Project is "a good example of the department's inadequacy."

He called the proposed Oakland Skills Bank "a poorly conceived and hastily drawn up program."

The skills bank, Groulx told the committee—which is investigating the Department of Employment—was proposed without "any attempt to consult with local management or union officials concerning the community need for such a program."

Most of the minority group members placed by the Adult Mi-

nority Project, Groulx charged, have been in unskilled and menial occupations.

ONLY 31 SKILLED JOBS

Of 587 "permanent placements" claimed by department officials through the project from Sept. 1, 1964, through Sept. 30, 1965, only eight were professional, 31 skilled and 96 semi-skilled, according to Groulx.

"The Department of Employment," he added, "claims credit for placing minority people in such jobs as bellman, busboy, housekeeper, day worker, locker room attendant, charwoman, bootblack, chambermaid, wardmaid and yard man, all menial occupations of the nature which minority people are earnestly attempting to leave."

Groulx added:

"If the record of job placements by the Adult Minority Project is disappointing, the attempt to upgrade minority workers by the project has been an equally bleak undertaking."

"The only two training courses completed between September, 1964, and September, 1965, were
MORE on page 7

Delays will only increase costs: Ash

The Bay Area Rapid Transit District should build the downtown Oakland subway without delay, and without lowering its standards.

This was the unanimous recommendation of the Central Labor Council Monday night.

Delegates approved a motion by Executive Secretary-Treasurer Robert S. Ash, who noted that the lowest bid was 28 per cent above the estimate of the district's engineers.

A controversy has arisen over whether to accept the bid and start work immediately, or call for new bids after breaking the project down into smaller parts, or lowering quality or both.

Ash argued that voters approved bonds for rapid transit after being promised "a first-class system."

Delays will only increase costs, he said, adding that BARTD has made "a commitment not to shortchange Oakland and Alameda County."

Ash also urged that:

- Ways be explored to finance later phases of the rapid transit network, and
- The Alameda County Board of Supervisors be asked to support the Labor Council's position.

ABC 119 wins 'best scale'

Members of American Bakery and Confectionery Workers 119 at Calo Pet Food Co. in Oakland are now the highest-paid employees in that industry in the United States.

This was revealed by Gene De Christofaro, representative of the AFLCIO regional office, after assisting in negotiating a new contract providing wage increases of 32½ cents an hour and substantial improvements in fringe benefits.

The three year agreement contains:

- Wage increases of 12½ cents this year and 10 cents in both 1967 and 1968.
- A 50 per cent increase in pension benefits to \$150 a month.
- An \$8.65 monthly dental plan contribution.
- 2½ cents hourly vision care payment.
- Four week vacations after 12 years.

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HOW TO BUY

Fight high prices!

By SIDNEY MARGOLIUS

Labor Consumer Advisor for Labor Journal

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This is the winter of our discontent with high living costs! Two main problems moderate income families have to reckon with are:

- High food prices, and
- The Federal Reserve Board's interest rate boost.

The higher interest rates affect prices of cars and houses. But they also affect your property taxes. Local governments now have to pay higher rates on bond issues for schools and other needs.

Higher interest is affecting auto costs two ways:

- For one, finance companies have raised rates to car dealers for financing their own inventories. These rates have risen 5-5½ per cent. This alone can add as much as \$25 to the price of a car.

- Second, you may have to pay higher finance rates on what you borrow for a new car. A raise of 50 cents per \$100 of debt seems to be just one-half of one per cent. Actually it increases by 10 per cent the number of dollars you pay in finance charges on a new car.

MORTGAGE RATES have risen to a nationwide average of 5.8 per cent on new homes and 5.9 on older ones. These are the highest mortgage rates since early 1964.

The Federal Reserve Board said the hike in interest rates was necessary to restrain inflation. The evidence, however, is that the raise actually is adding to the inflation in the expenses of moderate income families, small businessmen and farmers.

The only response working people can make is to curb their use of credit, and buy with care.

ONE OF THE MOST useful ways to keep down costs is time your buying to take advantage of sales.

Annual midwinter sales offer one of the best buying opportunities. The final clothing clearances reduce prices of coats and suits to their lowest point just before new spring lines arrive at higher prices.

February is one of the best months to shop for furniture, rugs, bedding, curtains, housewares and china.

Here are tips on other current needs:

BATTERIES: Battery failures are the leading cause of service calls. Sometimes the battery only needs recharging. In fact, one manufacturer reports, sometimes good batteries are replaced needlessly because car owners

don't realize they can be recharged.

Have a competent serviceman check to make sure ground connections and cables on your present battery are satisfactory and the voltage regulator setting is correct.

The way to shop for batteries is to compare the ampere hour rating and the cold start or "zero crank power" rating, as some sellers call it, of various brands.

Thus, depending on the type of battery you need, a light duty battery may have a 20 hour ampere rating of only 40; a medium duty, in the 50's, and heavy duty in the 60's.

Such specifications are a more dependable guide to quality than price.

Guarantees can be exaggerated, and without much chance of loss to the manufacturers, since they give you only a proportionate allowance on a new battery. In effect, they guarantee to sell you a new battery at what amounts to a relatively small discount.

Make sure the dealer shows on your receipt that the proportionate guarantee is based on the actual price you pay, not the list price.

FOOD CALENDER: Food prices this winter have reached record levels at both wholesale and retail levels. Pork prices especially are at their highest in history, with pork chops, hams and bacon getting close to the \$1 a pound level, and in general, 25-35 cents higher per pound than a year ago. The price increase on canned hams and on smoked calis (pork shoulder) is less drastic.

While beef is relatively more abundant than pork, and the price increase over last year not quite as drastic, prices of popular beef cuts also have been pushed up by the big leap in pork costs. Veal is relatively reasonable.

With most families forced to reduce meat consumption, broilers have become a mainstay. Another help is lower prices of eggs, starting to go down seasonally.

Citrus fruits and concentrates are priced low this winter.

Eating pays

Eat before you shop.

A University of California survey showed that women who hadn't eaten for five hours prior to their weekly shopping tour spent an average of \$5.76 more than usual.—Co-op News.

YOUR MONEY'S WORTH

by Sidney Margolius

DOUBLE INDEMNITY IN CASE OF ACCIDENTAL DEATH

IS ONE OF THE FEATURES INSURANCE AGENTS PUSH. DID YOU EVER WONDER WHY A FAMILY NEEDS MORE MONEY IF ITS BREADWINNER DIES FROM ACCIDENTAL RATHER THAN OTHER CAUSES? IT WOULD BE WISER TO INVEST THE ADDITIONAL COST OF "DOUBLE INDEMNITY" IN MORE INSURANCE WHICH WOULD PAY FOR DEATH FROM ANY CAUSE.



PLAIN TERM OR MORTGAGE INSURANCE

IS THE CHEAPEST WAY TO PROVIDE A LOT OF PROTECTION FOR A YOUNG FAMILY. MAKE SURE THE INSURANCE IS RENEWABLE AT THE END OF EACH TERM WITHOUT ANOTHER PHYSICAL EXAM.



GIVE YOUR DOLLAR MORE POWER

WHEN YOU SHOP FOR WOMEN'S AND CHILDREN'S CLOTHING INSIST ON THE LABEL AT THE RIGHT. WHEN YOU SHOP FOR GLASS PRODUCTS LOOK FOR THE LABEL AT THE LEFT



'Meaningless' price comparison

A Los Angeles firm, Southern Carload, is mailing advertisements for watches, transistor radios, tape recorders and tableware to East Bay residents, citing "Mfrs. 1962 List Price," according to the Better Business Bureau.

This kind of price comparison is "meaningless" and "has no bearing on the claimed savings," according to the bureau.

Operators of the concern were previously identified with Allied Liquidators, enjoined by the Federal Trade Commission from using false and misleading advertising, the Better Business Bureau added.

Bait-and-switch for frozen meat

The bait-and-switch technique is now being used by some sellers of frozen meats, the Better Business Bureau warns.

The "bait" used by some stores is an advertised price as low as 25 cents a pound for beef. The customer, lured by this price, quickly finds out the beef is ungraded and usually unappetizing in appearance.

The salesman "knocks" this meat and often uses high pressure tactics to switch the customer to more expensive USDA-graded merchandise.

5 firms to junk cents-off labels

Five major food firms have announced they will discontinue cents-off labels on instant coffee.

The companies, which control nearly 75 per cent of the instant coffee market, are: General Foods, Procter & Gamble, Nestle's, Duncan and Chock Full o' Nuts.

Officials of Hills Brothers, Standard Brands and Borden's said they were studying the situation.

The Federal Trade Commission announced Dec. 10 it would look into cents-off labeling to determine whether it is deceptive.

Co-op News Service called cents-off labels "at best, often meaningless and, at worst, sometimes fraudulent."

Women's group to discuss issues

Issues before the California Democratic Council will be discussed by the Alameda County Democratic Women's Study Club at 12:30 p.m. Wednesday at Sambo's, Broadway and Third street, Oakland.

Topics are scheduled to include: reapportionment, urban and rural poverty, and U.S. commitments overseas. Speakers are to be Elizabeth Schorsky and Arthur Forcier. Interested Democrats are invited.

TITLE INSURANCE and TRUST COMPANY

1703 WEBSTER STREET
OAKLAND, CALIFORNIA

Offices located in Berkeley, Fremont, Hayward, San Leandro and San Ramon

BOOST THE LABEL!

BUY UNION LABEL PRODUCTS ONLY

When making purchases, always ask for the union label. If building a home or repairing one, see that the men doing the plumbing or steamfitting work, painting, etc., belong to the union. Ask to see their Card. Boost the union emblem and help yourself. Patronize and demand the following union cards:



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2268 TELEGRAPH AVENUE
"For the Best in Italian Food"
COCKTAIL LOUNGE

MIDAS MUFFLER

2555 Broadway, Oakland
4035 East 14th St., Oakland

SIMMONS

manufacturers of
leather work gloves, mitts
welders' leather garments
hours: 8-5 — Sat.: 8-3

SIMMONS GLOVE CO.

806 12th St., Oakland, Calif.
phone: 451-0462

EAT 24 HOURS!

Monday thru Friday

Hearty Meals for the

Working Man

PING'S Restaurant

BEER ON TAP

Foot of Adeline — Oakland

OAKLAND FLORAL DEPOT

Member of Gardeners, Florists
and Nurseryman's Local No. 1206

1900 TELEGRAPH AVENUE

OAKLAND

Phone TEmplebar 2-0263

WESTERN TITLE GUARANTY COMPANY

Berkeley 841-7505

Fremont 797-4123

Hayward 537-1165

Livermore 447-9124

Oakland 893-8100

San Leandro 483-4000

Getting Your MONEY'S WORTH

THERE IS MOUNTING medical evidence that too much Vitamin D may produce infantile hypercalcemia, a disease that results when the metabolism of calcium goes wild.

In its severe form, hypercalcemia is characterized by mental retardation and heart defect, together with changes in the facial structure that characteristically result in a prominent forehead and protruding upper lip.

This abnormality apparently can result from consumption of too much Vitamin D by either the victim's mother during pregnancy or the infant himself after birth.

This warning is carried in a story in the February, 1966, issue of Consumer Reports which discusses the U.S. Food and Drug Administration's proposals that Vitamin D fortification be permitted only in milk and infant formula products and prohibited in all other foods.

The FDA's medical committees, the American Academy of Pediatrics and the American Medical Association made the recommendations on which the proposed limitations are based.

THE PRACTICE of fortifying milk with 400 U.S.P. units per quart of Vitamin D would continue to be encouraged by FDA. And 400 units would remain the recommended daily dietary allowance for children, pregnant women and nursing mothers.

Multivitamin pills would also be allowed to contain this amount (many now contain far more), but their labels would have to bear this warning:

"Unless prescribed by a physician, the product should not be used to supplement diet in excess of 400 U.S.P. units of Vitamin D from all sources."

The Pharmaceutical Manufacturers Association has set up a committee of doctors, lawyers and research scientists to study the FDA's proposals.

The Wisconsin Alumni Research Foundation, which licenses the process for adding Vitamin D to foods, is reported by the New York Times to have denied that there is "... any proof whatsoever that Vitamin D is harmful to anyone."

Consumers Union applauds the safety-first approach of the FDA. It is to be hoped that a further airing of the matter will establish not just how much Vitamin D is too much—but also how much is actually needed for nutritional purposes.

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Demand the Union Label!

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POSTMASTER: PLEASE SEND CHANGE OF ADDRESS NOTICES, FORM 3579, TO 1622 EAST TWELFTH STREET, OAKLAND, CALIF. 94606.

Cohelan asks joint review committee for CIA, DIA, etc.

Congressman Jeffery Cohelan has proposed that the House and Senate establish a joint committee to review the activities of the Central Intelligence Agency and other government bodies concerned with foreign information and intelligence.

"If war is too important to be left to the generals, then cold war intelligence operations are too important to be left to specialists who are not accountable to Congress," Cohelan stated. He introduced a bill calling for a 14-member Joint Committee on Foreign Information and Intelligence.

"Congressional supervision of the nation's intelligence activities requires consolidation and coordination. The present hodgepodge of responsibilities must be eliminated.

"As things now stand," Cohelan said, "a few members of the Armed Services and appropriations committee are briefed once or twice a year by the CIA and related agencies, but this is clearly a poor substitute for the continuing surveillance of activities which have rapidly grown in size and significance over the years."

The intelligence agencies which Cohelan's bill would cover include: the Central Intelligence Agency, the Defense Intelligence Agency, the State Department's Bureau of Intelligence and Research and the National Security Agency.

A principal responsibility of the proposed joint committee, Congressman Cohelan said, would be to insure that the intelligence agencies do not exceed their legitimate functions and become unauthorized policy makers.

"Congress recognizes," he said, "that a considerable degree of secrecy must be respected.

"But," he added, "I believe it is essential that the elected representatives of the people be in a position to effectively monitor these activities and to recommend appropriate changes."

The Berkeley Democrat pointed out that congressional supervision of intelligence agencies had been recommended by the Hoover Commission in 1955.

Holmdahl won't run; Rumford vs. Petris contest off

State Senator John W. Holmdahl (D.-Alameda County) has announced that he will not seek re-election this year.

Assemblyman W. Byron Rumford (D.-Berkeley) said he would file for Holmdahl's District 8 seat.

Previously both Rumford and Assemblyman Nicholas C. Petris (D.-East Oakland) had planned to fight for the District 11 nomination. Both have been regarded as friends of labor.

Superior Judge S. Victor Wager, a third announced Democratic candidate for the District 11 seat, changed his mind and decided to run in District 8, following Holmdahl's and Rumford's announcements.

Senator Holmdahl said he had been unable "to resolve satisfactorily the competing needs of my family and the demands of my legislative duties and law practice."

Automation film

The Union Discussion Group has invited all members of organized labor to see a 40 minute film on automation, "The Awesome Servant," at 8 p.m. today (Friday) at 6547 Tremont St., Oakland.

Unemployment

Despite a significant increase in employment, unemployment climbed to 411,000 in California between November and December.

And the state's seasonally-adjusted jobless rate rose to 5.7 per cent—a full 39 per cent higher than the 4.1 per cent adjusted jobless rate posted for the nation as a whole.—California AFLCIO News.

How about asking for union teacher?

"You talk about getting your homes built with union labor and buying gloves with the Union Label, but you send your kids to school with a non-union teacher."

This blunt comment was made by Richard Travers of Washington Township Teachers 1474 at last week's Central Labor Council meeting.

Travers added that little education takes place in many classrooms because of the tremendous instructional and discipline problems faced by teachers overburdened with too-large classes in "segregated" schools.

He added that, as a result, many members of minority groups drop out of school before they graduate from high school.

World affairs class

"World Affairs and People" is the name of a new Berkeley Adult School Course meeting from 7:30 to 9:30 p.m. Thursdays with John Telfer, lecturer and news analyst, as instructor. Further information may be obtained from the school, 841-1587.

EBMUD plan 'aspirin where surgery needed,' unionist says

The East Bay Municipal Utility District "has prescribed aspirin where surgery is needed."

So says President Manuel Pontes of EBMUD Employees 444 in describing proposed changes in the district's civil service system.

Pontes reported there has been "seething resentment" and "bad morale" among district employees for years because of the civil service system.

The union wants EBMUD to hold closed examinations for jobs unless there are no eligible employees already working for the district.

If there were no eligible district employees, then open examinations would be held.

Closed examinations would be limited to persons already working for EBMUD. Open examinations would be open to any eligible persons.

ONE-THIRD RULE

For years, EBMUD has had a "one-third preference" rule. If any present employees scored among the top three, they would be placed at the head of the eligibility list—ahead of outsiders, even if they scored higher.

The district now proposed a "50 per cent preference" rule, according to Pontes.

OUTSIDERS PICKED

Employees landing in the top half of the list in a civil service exam would be placed ahead of outsiders, including those who scored higher.

Pontes says the trouble with both systems is that the district can pick any one of the top three candidates.

And, since written exams count only 70 per cent, the district has even more leeway and can consistently pick outsiders for job openings, rather than promote veteran employees.

This is just what EBMUD usually does, Pontes charges.

HEARINGS ASKED

The Local 444 president has written a letter to William McFarland, EBMUD general manager, asking for a hearing on the union's complaint.

Pontes emphasized that he is asking for an evening hearing so its members can attend. He added that he is entitled to a hearing under the law.

In his letter, Pontes said the proposed "promotional preference amendment . . . does not get at the core of the problem fairly promoting district employees."

He said the one-third rule "was a big joke amongst many district employees." The new proposal, according to Pontes, "appears, to many employees like a cold mackerel—it looks shiny but stinks like a week-old fish."

Raider unionists

Wayne Hawkins and Joe Krakoski, members of the Oakland Raiders, also belong to a union.

Both are members of Automotive Teamsters 78. Hawkins plays defensive guard and Krakoski defensive halfback with the football team.

Adkins resigns as Executive Board member of CLC

Rex Adkins, president of San Francisco-Oakland Newspaper Guild 52, has submitted his resignation as a member of the Central Labor Council Executive Committee.

Adkins, an employee of the Oakland Tribune, said he was no longer able to attend CLC Executive Committee meeting because of his work schedule.

Nominations to fill this and one other vacancy on the committee will be held at Monday night's Central Labor Council meeting. The other vacancy was created by the resignation of Arthur M. Wade, who was president of Communications Workers 9415, earlier this month. Wade has accepted a post with his international union.

Also scheduled Monday night are second nominations for one trustee's post. The term of Charles F. Jones, president of Retail Clerks 870, is expiring.

Filing ends March 25 for June primary vote

Final filing date for candidates for the June 7 primary is March 25.

Registration closes April 14 for the primary and Sept. 15 for the November general election.

Offices on the ballot will include: governor, congressman, state senator, assemblyman and local posts.

Look for the union shop card, ask for a union clerk to serve you, and demand the union label!

U. A. LOCAL 342 TRUST FUNDS CONSOLIDATED BALANCES REPORT June 30, 1965 Audits

Assets	Welfare		Pension		Apprentice Training	
Cash	\$102,372		\$ 88,194		\$ 4,989	
Acct. Receivable	17,479		91,903		1,925	
Prepaid Expense	109	119,960	1,179		74	
Bond Investments			626,593			
Real Estate Investments			104,825			
Capital Stock Investments			630,702	1,543,396		
Equipment					33,419	40,407
Liabilities						
Accts. Payable	6,319		7,528		7,536	
Unallocated Receipts	1,533		181		191	
Segregate Reserve	74,000		1,535,687	1,543,396		
Surplus	38,108	119,960			32,680	40,407
Revenue						
Employer Contributions	215,642		359,329		17,275	
Interest	3,780		30,247		158	17,433
Dividend	10,614	230,036	19,988	409,564		
Expense						
Insurance	266,785					
Administration	8,095		6,975		780	
Printing, Trustees, Bond, Legal, etc.	9,533	284,413	14,541		3,709	
Actuarial & Corporate Co-Trustee			7,052	28,568		
Depreciation					1,126	
Education Expense					26,166	31,781
Balance						
Prior Year		166,486		1,199,763		58,028
Current Year Balance		(54,378)		336,105		(14,348)
Architectural Writeoff						(11,000)
FUND BALANCE 6/30/65		\$112,108		\$1,535,868		\$32,680



TRANSPORT WORKERS are shown picketing a city bus garage during their strike against the New York Transit Authority which won a three step wage increase totalling 15 per cent for 36,000 unionists. Members of the Transport Workers Union and Amalgamated Transit Union, both AFLCIO affiliates, were involved in the subway and bus strike, first major one in New York history.

Retail Clerks Union 870

BY CHARLES F. JONES

REMINDER

All members covered under the Northern California Retail Clerks-Employers Welfare Trust Fund who wish to change medical or dental plans may do so during the annual open choice period between Jan. 17 and March 1, 1966. The change will become effective on April 1, 1966.

During the open choice period an employee may add dependents if they are not already covered. If you wish to make any changes you must come to the union office to fill out the necessary forms.

DRUG PENSION

As a result of negotiations between the drug employers of Northern California and the Retail Clerks unions involved, an increase in employer contributions into the pension fund is as follows:

Effective Jan. 1, 1966: one cent increase in contributions.

Effective Jan. 1, 1967: two cents increase in contributions.

Effective Jan. 1, 1968: two cents increase in contributions.

Effective Jan. 1, 1969: one cent increase in contributions.

Effective Jan. 1, 1970: No increase.

The employer contribution prior to Jan. 1, 1966 was 10 cents per hour, and by 1969 the employer contribution will be 16 cents per hour. The actuaries for the drug pension fund are now making a study to see what improvements can be made in the plan with the increased contributions. As soon as the actuaries complete their study they will report their findings to the Board of Trustees.

DON'T FORGET

A \$1 funeral benefit assessment is due and payable with February dues.

Steamfitters Local 342

BY JIM MARTIN

Again we come to the beginning of a new year, not only for you and your families but for the union. As your livelihood depends greatly upon your union membership, it is most important that the officers of your union work in unity with the support of the members, which can be accomplished by attending your union meetings.

We can continue to make gains

for your union, which relates back to better wages, hours and working conditions for you and your families.

Let us take a look into 1966.

First, your union's standing committee will be published in the Journal after completion of appointments by the president and vice-president.

The chairman of the Welfare Committee is T. W. Etcheson, and he may be reached by calling 582-9317.

Our union's uptown agreement, which expires June 30, 1966, will be open for wages, hours and working conditions. Members will be advised when they may appear before the committee to present and explain any suggested changes they may desire in the contract modification.

The 11th Annual National Legislative Conference of the AFL-CIO Building and Construction Trades Department will be held in our national capital March 20-25, 1966, at which time the delegates will call upon their senators and congressmen to support labor's legislative goals, including the repeal of Section 14(b) of the Taft-Hartley Law.

The California Pipe Trades Council will hold its 47th Annual Convention at Local No. 38's Konocti Harbor Inn, May 20, 21 and 22, 1966. Resolutions previously adopted by our membership will be presented, and upon being favorably acted upon, will be forwarded for consideration by delegates attending the United Association National Convention, to be held in Kansas City, Mo., Aug. 8-15, 1966.

The resolutions pertain to the National Construction Agreement with revisions to working conditions and apprenticeship and training funds being recognized on a local basis. The week following this convention, the United Association's Apprenticeship Contest and Instructors' Training Course will be held. Notification and election of delegates will be announced later.

We are happy to report that Brother Val Gill is convalescing at his home. Brother Bert Hartman is still quite ill. We wish these brothers and all sick members a speedy recovery. Please be sure to attend your next union meeting, to be held on Thursday, Feb. 3, 1966.

AUDITOR'S REPORT

C. W. Sweeney & Co., administrator of our union's Pension, Health and Welfare Plan and Apprenticeship Training Funds, has submitted its auditor's report. A synopsis is printed on page 3 of this issue of the East Bay Labor Journal.

Patronize Our Advertisers!

E. B. Muni Employees 390

BY DAVE JEFFERY

This is the time of year all jurisdictions of Local 390 start preparing their salary and fringe benefit goals for this year. It is important that committees be formed to start working right away.

The main agenda item for all chapters in February will be salaries and inequities. Any groups which cannot attend the regular chapter meetings, contact your stewards or officers, or call the office to arrange a special meeting.

Obviously it is most important to all of us that the San Francisco employees do well on salaries, as every one of our jurisdictions will use them for comparison purposes in determining our raises.

San Francisco is the first Bay Area city to start the ball rolling on salaries, and this year it appears that the brass are going to try and hog everything for themselves and leave nothing for the lower paid employees who need the raise the most.

Mayor Shelley, who has been a great labor man in the past, has turned his back on his friends. He is now trying to grab a big fat raise for himself—he already is the highest paid mayor in California—and let many other employees go without any raises at all. It's OK for him to be the highest-paid as long as he brings all of the employees along with him to the top paid positions in comparison with other cities.

Our brother locals in San Francisco—S.F. City and County Employees Union Local 400, Hospital and Institutional Workers Union Local 250 and Civil Service Building Maintenance Employees Local 66A—are going to have a protest demonstration in front of San Francisco City Hall on Monday evening, Jan. 31, at 6:30 p.m.

Although they haven't specifically asked our help, it is important to remember that when we called for help on our City of Oakland picket line and our recent City of Richmond picket line, these brother unionists fully supported us by walking our picket lines with us.

Local 390 is now calling on all those members of our local who can possibly do so to show at the San Francisco City Hall on Monday to walk the picket line in support of our sister locals, 400, 250 and 66A, in San Francisco.

Call the office for details on car pools and departure of a motor caravan to San Francisco.

Watchmakers Local 101

BY GEORGE F. ALLEN

A letter received from Recording Secretary William Thomson made such an impression on the officers and members at the January meeting it was decided to print the letter so that all our members could read it.

The letter follows:

128 Sagamore St.
San Francisco, Calif
Jan. 6, 1966

Dear George and Brother Members of the Executive Board:

It is with a great deal of reluctance and much regret that I tender my resignation as recording secretary of Local No. 101.

As some of you know, my activities with the local go back to its inception in 1937, and I think that I am about the oldest active charter member.

The fact that the old bewhiskered devil with his big grass cutting scythe is getting just a little bit closer, and also the fact that, pending the sale of my house, I will be moving into the country, leave me no other alternative.

I have enjoyed working with you and will certainly miss all of you, especially my good friend, Business Manager George Allen, who has not only been a kind and understanding friend, but an inspiration to all of us.

George has never faltered in his efforts to benefit the local and its members and though some of us may have argued his decisions, it seems that he has always been right, because he never lost an issue.

In closing, let me wish all of you every good wish for the future and continued success of the local.

Now a final word: "I'll miss all of you."

I remain,

Fraternally, and with some sadness,
Bill Thomson

What words can anyone write that can express our feeling to a fellow member who has given almost 30 years of loyal devoted service to the union as recording secretary. Our union is in its respected position, and the Watchmakers' working conditions of today are what they are

because of men like Brother Thomson.

Brother Thomson, or "Bill," as we all know him, we can humbly say "thank you" and assure you that your efforts were not in vain. The union and I personally will miss your devotion. Good luck, good health, and come and visit us whenever you can.

Sheet Metal Credit Union

BY BERT TONZI

We are three weeks into the new year and have time to consider our resolutions. How are we doing on our diet? How are we doing on our yard work? I know that we all resolved to save some each week this year.

Remember that your credit union is the convenient way to save. It is as close as your mail box. And remember that your shares are covered with insurance to the full amount. Also, we do make a loan now and then to those members who have the need and make application.

If any of you members have a little spare time, our officers are searching for some new officers for the next year; so step right up and volunteer. You lady members are also needed and can help ever so much.

It's your credit union; so use it to save, borrow or volunteer; we need all three. Join now by calling 653-0996 or write P. O. Box 2833, Rockridge Station, Oakland 94618, and all information will be sent by return mail. For the personal touch, see Bill Mansell at the Union Office on Tuesday nights from 8 to 9:15. He has the answers for all your needs.

CWA staff union

President Joseph Beirne of the AFLCIO Communications Workers of America has granted recognition to a union of CWA staff members, and a contract has been signed which provides for a union shop, dues checkoff and grievance procedures.

Income tax class

A class in how to fill out federal and state income tax reports will be held at Oakland Technical Adult School.

Tell 'em you saw it in the East Bay Labor Journal!



DISSATISFIED with one five cent raise in 20 years of work for Tyson Poultry, Inc., veteran employee Robert Bowers joined his first union and walked his first picket line in Springdale, Ark. Shown at strike headquarters with picket captain Bowers are Esther Wilburn, left, and Wilma Thomas. Striking members of the AFLCIO Meat Cutters are asking consumers not to buy Tyson products, being processed by strikebreakers. Tyson products can be identified by USDA inspection numbers P-481 or P-607 on these brands of chickens and eggs: Tyson's Pride, Dover Cornish, Dover Roasters, Old American Roasters, Patti Jean Cornish or Roasters, Manor House (Safeway), Ocoma Foods or Wishbone (Kroger).

OFFICIAL UNION NOTICES

HAYWARD CARPENTERS 1622

The office of the financial secretary remains open Friday evenings. Our regular meetings are held every Friday at 8 p.m.

At our meeting of Friday, Jan. 14, 1966, the following brothers were elected to represent the local union at the 37th convention of the California State Council of Carpenters at Santa Barbara Feb. 8 through 11, 1966: Charles Roe, E. W. (Whitey) Chapman, Virgil Brunstedt, Walt Williams.

Our regular stewards' meeting will be held the second Tuesday of each month at 7:30 p.m.

The Goodfellowship Club of the local will hold its next night of games on Saturday, Jan. 29, 1966 at 8 p.m. Invite your friends to participate in this evening of entertainment.

Fraternally,
A. W. RICE,
Rec. Secty.

E.B. MUNI EMPLOYEES 390

CITY OF BERKELEY

Tuesday, Feb. 1, 4:30 p.m. Corporation Yard.

HAYWARD SCHOOLS (H)

Wednesday, Feb. 2, 8 p.m. Martin School, 1000 Paseo Grande, San Lorenzo.

CITY OF RICHMOND (D, DP)

Wednesday, Feb. 9, 7:30 p.m. Corporation Yard.

CITY OF OAKLAND (F)

Wednesday, Feb. 16, 8 p.m., Labor Temple, Room 220.

EXECUTIVE BOARD

Special notice: The February Executive Board meeting will be one week later than usual. The meeting will be 7:30 p.m. Feb. 17 in Room 220, Labor Temple, 2315 Valdez St., Oakland. This is for February only.

CITY OF EL CERRITO (C)

Monday, Feb. 21, 4:30 p.m., Corporation Yard

HIGHLAND HOSPITAL (GH)

Wednesday, Feb. 23, 8 p.m. Labor Temple, Room 220.

FAIRMONT HOSPITAL (GF)

Thursday, Feb. 24, 7 p.m., Day Room.

Fraternally,
DAVE JEFFERY,
Exec. Secty.

HAYWARD PAINTERS 1178

Our next regular meeting is also a special called meeting to elect delegates to the State Conference of Painters convention at Hollywood. Three will go.

Also get prepared for our annual dinner-dance at the Holiday House on March 26. This will be a good one.

Fraternally,
R. H. FITZGERALD,
Rec. Secty.

CEMETERY WORKERS 322

Regular monthly meeting of this union will be held at 8 p.m. in the Labor Temple, 2315 Valdez St., Oakland, on Tuesday, Feb. 1.

Fraternally,
PAUL KATZ,
Bus. Rep.

STEAMFITTERS 342

C. W. Sweeney & Co., administrator of our union's Pension, Health and Welfare Plan and Apprenticeship Training Funds, submits to you the synopsis of the Auditor's Report, published on page 8 of this issue.

Fraternally,
JAMES MARTIN,
Chairman,
Joint Board of Trustees

CO. SCHOOL EMPLOYEES 257

The regular meeting of Alameda County School Employees Local 257 will be held at 2 p.m. Saturday, Feb. 12, 1966, at the Electrical Workers Hall, 1918 Grove St., Oakland, Calif.

There will be installation of officers for 1966 and 1967. The Executive Board meets at 9:30 a.m. All officers and board members, please take note.

Fraternally,
HAROLD BENNER,
Secty.

AUTOMOTIVE MACHINISTS 1546

The regular meetings of Lodge 1546 are held on the first and third Tuesdays of each month at the hour of 8 p.m. at our building at 10260 MacArthur Blvd., Oakland.

Pursuant to Article V, Section 2, of the Bylaws of the East Bay Automotive Machinists Lodge No. 1546, you are hereby officially notified of a special order of business on Tuesday, Feb. 1, 1966, to act on the proposed amendments to our bylaws.

Time: 3 p.m. Tuesday, Feb. 1, 1966.

Place: Oakland Auditorium Theater.

Purpose: Amend bylaws.

For those members employed on night shifts, a meeting will be held at our building, located at 10260 MacArthur Blvd., Oakland, at 1 p.m., Tuesday, Feb. 1, 1966.

Please read the changes and bring them with you to the meeting for ready reference.

Please take note of the time and place of the meeting.

Fraternally,
DON CROSMAN,
Rec. Secty.

BARBERS 134

Brothers, our first regular meeting in 1966 will be held on Thursday night, Jan. 27, at which time the newly-elected officers will be installed.

The pension payment is now due. When sending in your checks, please define what is for dues and how many units and for how many months you are paying on pension. As I stressed before, it will save the office time and much book work if you make your payments on pensions every three months, six months or year.

I have found in processing your first dues and pension payment that many of you have forgotten the legislative assessment of \$3 that is also payable with January dues.

Please mail your dues books in for audit with your dues.

Many brothers will notice that as of Sunday, Jan. 23, the Barbers' column is back in the morning paper. This was accomplished through the efforts of this office.

Your newly-elected officers are going to try to do a job for you. This requires your full cooperation.

As this is my last union notice, I would like to thank the many brothers for their vote of confidence and support. I will continue to work for all the members.

Fraternally,
JACK M. REED,
Secty.-Treas.

TYPOGRAPHICAL 36

Nominations and election for two officers will be held at the next meeting of the union, Feb. 27, 10 a.m. in the Leamington Hotel, 19th and Franklin streets, Oakland.

To be elected are a delegate to the Alameda County Central Labor Council and a member of the Auditing Committee.

Fraternally,
ART TRIGGS,
Pres.

RUBBER WORKERS 64

Meetings are held on the second Saturday of each month at 6 p.m. at Auto Workers Hall, 1406 Seminary Ave. Oakland.

The Union Office has been moved to 23740 Nevada Rd., Hayward 94541.

A full-time deputy registrar of voters will be present at all of our meetings.

Fraternally,
LES PLOWRIGHT,
Pres.

CHAPEL of the OAKS

3007 TELEGRAPH AVENUE
TEmplebar 2-1800

Frank J. Youell
DIRECTOR

Member of Painters' Local 137

MILLMEN'S 550

Members out of work are reminded to register with this office each week, either by phone or come to the office. We start a new list each Monday morning.

Please be reminded that the dues have increased by 25 cents per month, except for installers and carpenters. Their dues are \$7.50 per month. Retired members' dues did not change.

Members in arrears are reminded that under the terms of our contract, they can be removed from the job unless they are in good standing with the union. If you have been in arrears, you remain until you have paid all back dues and the current month's dues.

The following were elected as delegates to the State Council of Carpenters convention in February: Clyde Johnson, Edward Coelho, George E. White and William Castellanos.

Our blood bank is in need of blood. Any member wishing to donate blood, please contact this office, phone 893-7742. If you donate blood, you will receive three months' free dues from the union.

Fraternally,
GEO. H. JOHNSON,
Fin. Secty.

STEEL MACHINISTS 1304

Regular meeting Thursday, Feb. 3, at 8 p.m. Executive Board meets 6:30 p.m. Sure hope everyone paid Blood Bank dues before Jan. 31. A waiting period is involved after that date.

Fraternally,
DAVE ARCA,
Secty.

BUILDING SERVICE 18

Meeting dates fourth Friday of every month. Meetings at 3 p.m. and the regular evening meetings at 7 p.m., both at the Cooks Hall, 1608 Webster St., Oakland, Calif.

Nominations will be held at our next general meeting, Friday, Jan. 28, 1966, at 3 p.m. and 7 p.m. for the election of one Executive Committee member. This is to fill the unexpired term of Brother St. Clair Pryor, who died during the month of December.

Fraternally,
VIC BRANDT,
Secty.-Bus. Rep.

BERKELEY CARPENTERS 1158

Regular meetings are held the first and third Thursdays of each month at Finnish Brotherhood Hall, 1970 Chestnut St., Berkeley. Dues will be \$7.50 (seven dollars and fifty cents) as of Jan. 1, 1966.

Fraternally,
NICK J. AFDAMO,
Rec. Secty.

U.C. EMPLOYEES 371

Our next regular meeting will be at 2 p.m. Feb. 12, 1966, at the YMCA, 921 Kains Ave., Albany, Calif. The officers and Executive Board members will meet at 1 p.m. Progress in negotiations will be the special order of business and should be a special reason for all members to attend.

Fraternally,
W. G. WHITCOMBE,
Secty.-Treas.



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CARPENTERS 36

Unless otherwise specified regular meetings will be held on the first and third Thursdays of each month at 8 p.m.

Stewards will meet on the fourth Thursday, Jan. 27, 1966, at 7:30 p.m. at the above address.

Fraternally,
OSCAR N. ANDERSON,
Rec. Secty.

AUTO AND SHIP PAINTERS 1176

The next regular meeting will be at 8 p.m. Feb. 1 in Hall D of the Labor Temple, 2315 Valdez St., Oakland.

The meeting of Feb. 1 will be a special called meeting for nomination and election of three delegates to the California State Conference of Painters convention.

Fraternally,
LESLIE K. MOORE,
Bus. Rep.

SHIPWRIGHTS 1149

Attention, members of Shipwrights Union, Local 1149:

To renew membership in the union's Blood Bank for 1966, you must have your \$2 in our office before the end of February, 1966.

Fraternally,
JAMES ALLAN,
Rec. Secty.

UNITED STEELWORKERS 4468

Regular meeting held second Saturday of each month at 10 a.m. at Eagles Hall, 1228 36th Ave., Oakland.

Fraternally,
FRANK V. MCINTOSH,
Rec. Secty.

ALAMEDA CARPENTERS 194

Local 194 meets every first and third Monday at 8 p.m. with refreshments served in the canteen after each meeting on the first Monday of each month.

Members please take notice of this particular item of interest: Dues will be \$7.50 (seven dollars and fifty cents) as of Jan. 1, 1966.

Fraternally,
J. W. NIXON,
Rec. Secty.

UNITED STEELWORKERS 1798

Regular membership meeting Friday, Jan. 28, 1966, Eagles Hall, 1228 36th Ave., Oakland, Calif.

Fraternally,
EDWARD M. SOTO,
Rec. Secty.

Credit union class

A class in credit union principles and management will begin next week at Oakland Technical Adult School.

Brown reappoints state apprentice council members

Governor Edmund G. (Pat) Brown has reappointed three union officials to the California Apprenticeship Council.

They are:

• Fred V. Adam, business manager of Carpet, Linoleum and Soft Tile Installers 1247, Los Angeles.

• Webb Green, business manager and financial secretary of International Brotherhood of Electrical Workers 11, Los Angeles, and

• Bernard S. Miles, business representative for International Association of Machinists Lodge 68, San Francisco.

The governor also reappointed Francis Knapp of Berkeley, Richard M. Lane of Los Angeles and Fred A. Schmitz of Palo Alto, management representatives on the council.

The apprenticeship council aids in making policy and establishing standards for wages, hours and working conditions for apprentices.

It also issues rules to carry out the Shelley-Maloney Act of 1939.

'Best way is look for Union Label on work gloves'

The strike by members of the Amalgamated Clothing Workers against two plants of the Boss Glove Co. is now in its second year, according to Anne Draper, the union's West Coast Union Label director.

Mrs. Draper told the Central Labor Council the company is now producing unbranded gloves, or gloves with brand names other than "Boss" on them.

Since Boss specializes in work gloves, union members should be especially careful now to demand that any work gloves they use have the Union Label on them. This is their only assurance they are not wearing gloves made by Boss strikebreakers, Mrs. Draper said.

Being sure gloves have the Union Label is your best insurance that "you don't have a Boss on your hands," Mrs. Draper declared.

Demand the Union Label!

KEEP YOUR CASH

DENTAL PLATES

NO MONEY DOWN
ON APPROVED CREDIT

PAY ABSOLUTELY NOTHING FOR 3 MONTHS

SAVE

PRICES VERY LOW

WE TRY TO LIMIT OUR WORK TO THE MAKING OF DENTAL PLATES, PARTIAL PLATES AND REMOVABLE BRIDGES

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Office Hours: 9:00 A.M. to 6:00 P.M. Mon. thru Fri. Closed Sat.

Printing Specialties Union

BY FREDRICK T. SULLIVAN

We are pleased to announce that all officers of the District Council were nominated without opposition for the two year term of office commencing February, 1966.

There is an element in our society that would deplore this situation, and claim that there is lack of interest and apathy within our union. We feel that it is a sign of confidence within the membership that the policies and programs instituted by the present officers meet with their approval and should be continued.

All of the officers of the District Council pledge to rededicate themselves to serving the membership, and raising your standard of living.

A heavy blow was dealt to the members at Boise Cascade with the unexpected announcement by the company that they were shutting the plant down permanently. We have over 180 members thrown out of a job, many with long years of faithful service to the company.

This shutdown should be an object lesson to those amongst us that preach that the company will look after the best interest of its employees.

We asked the company to sit down with the union and negotiate a severance agreement for the employees before letting them adrift on the labor market. A flat "no" was given to us and a statement that they were giving the members four more days of guaranteed employment and their pro-rata vacation pay due under the terms of the contract, which they thought was overgenerous on their part. A great New Year's present!

Now we find that the Department of Employment is going to penalize the members from being paid their unemployment benefit for the amount of pro-rata vacation our members will receive! Is there no justice in this world?

We are going to appeal this all the way up to Governor Brown if necessary. Here is an item for those political candidates that are knocking on labor's door all of the time to take hold of and run with.

The annual meeting of the credit union was held on Jan. 22, and we are pleased to announce that all of the incumbent officers of the credit union were re-elected. This is as it should be, as they have done an outstanding job for us, and they are really dedicated people serving without pay for the benefit of our members.

A 3 1/2 per cent dividend was declared. It should be pointed out that the credit union could pay more in dividends if the insurance on the loans were dropped.

This would be a false economy because we already have an example where one of the families of a deceased member has bene-



YOUTH CITIZENSHIP CONFERENCE is held by the Texas AFLCIO. About 150 boys and girls, most of them high school seniors, took part in the two-week program of intensive study on the theme, "Building Citizenship." Here Francisco Medrano, a member of the United Auto Workers, relates civil rights to U.S. history, economics and politics with a group of young people.

fited from this insurance. His savings in the credit union were matched by the insurance company, and the loan for a pickup truck was paid off.

In the past year the credit union made 211 loans for a total of \$99,111. Since the credit union was organized, 703 loans amounting to \$336,351 have been made. The assets increased by \$16,000 during the past year.

The Board of Directors is: Dick Clark, Golda Howard, Ray Smith, Henry Ruff, Bob Williams, Oliver Brockett and Janet Ruff. The Supervisory Committee is: Dave Murray, Chuck Wycoff and Lois Reed. The Credit Committee is: Joe Cabral, Annie Sastini and Fern Wycoff.

Steel Machinists 1304

BY DAVE ARCA

Hi. There's a peculiar parallel to the careers of Ronald Reagan and Kenneth Steadman. Both are Republican candidates, and both were once ardent Democrats. Both were once presidents of their respective unions, and both took management jobs, which contributed to their change in philosophies. Both are now management indoctrinated. Steadman maybe more so than Reagan.

Both campaigned for Goldwater, and when Barry got beat, both stopped extolling extremist virtues. And the parallel continues. As far as this writer is concerned, both are conservative to the degree that management's interests would get first consideration on any issue involving wages and working conditions.

The repeal of California's "Buy America Act" is still pending. It's lurking in committee awaiting an opportune time for reconsideration. Two more anti-union legislators we don't need. Okay? Okay.

C.T.U. Local 208

BY LARRY ROSS

Membership meeting: Wednesday, Feb. 2, 1966, 4:45 p.m. Danish Hall, 164 11th St., upstairs.

Article 22 of the contract compels the company to give the union 60 days notice in the event of transfer of work to give us the opportunity to enter into negotiations to protect the interest of the affected members. This article gave us the means to prevent the closing of the Oakland Reperforator Office in 1963 and the move to transfer certain Plant and Traffic work to Commercial in 1965.

The company is now embarked on a mission to wreck Article 22 by forcing a Seattle transfer of work case to arbitration and then engaging in work stoppage and slowdown tactics after the case entered this phase, as clearly shown in the following report from the union in Seattle.

"As covered at prior regular meetings, the company on July 13, 1965, sent what the company lawyer termed a courtesy announcement that the Alaska circuits were being transferred from the Seattle Office to the Portland Office. In line with Article 22 of the contract and as had been the historic practice, the company is supposed to meet with the union 60 days in advance of such transfers, as was done in the St. Louis and Richmond reperforator centers, and many, many others where no work was created at the distant city. There were at least five employees, and our members, affected at Seattle with this transfer, and after the matter had gone the grievance route at division and national levels, the union demanded arbitration.

"In preparation for the arbitration hearing, the union and the company agreed that it would take two days to handle this hearing. The arbitrator was selected and the hearing set for Dec. 7 and 8. The union's attorney, Mr. Ike Groner, submitted the union's case to the arbitrator during the first day, resting our case at mid-afternoon. The company's attorney, Mr. Levett, then had the remainder of this day and the next day to submit the company's case to the arbitrator. The company's attorney did not even have a copy of the current 1964 contract or stipulation books. National Secretary-Treasurer Freeman of the union furnished him with copies. Mr. Levett then began his so-called presentation, offering such items as customer tie-line reterminations and Class 1 office closures. Much of his evidence was completely irrelevant to the case, and even then he did not have sufficient copies to furnish the arbitrator and union lawyer.

"During this two days of hear-

ing, the company attorney would not let the hearing proceed in anything near an orderly manner. He continually interrupted those called as witnesses, the union's attorney and even the arbitrator.

"Mr. Levett even went so far afield as to imply that he was a regular member of the company's bargaining committee and was the sole person responsible for writing the company's contract language. Of course, when the union's attorney, Mr. Groner, was questioning Division Manager Regalia on this, Mr. Regalia, who is a member of the company's bargaining committee, could state only that Mr. Levett was not a regular member of the company's bargaining committee. Even Levett's treatment of witnesses is something from the Dark Ages, as he called Regional President George Hageman as a witness, and after seeing he could not lead George, he arose to his feet shouting and pointing his finger at George.

"All that is in dispute in this case is that the company meet with the union 60 days in advance of these transfers as the company agreed to do in Article 22 in order for discussion and negotiation for the employees affected by such transfer. Evidently the company has no desire to honor its commitment and responsibility to the employees, especially since even in arbitration they permit their lawyer to shuffle papers, fumble with paper clips, stall, delay, mislead, etc., etc. Any employee giving such a performance would be subject to disciplinary action, but when it suits their purpose of denying the employees their contractual rights, then they try and use this apparently to confuse and mislead the arbitrator. This, I assume, is considered in management circles good employer-employee relations."

Typographical Auxiliary

BY ANITA RANKIN

The next regular meeting of Woman's Auxiliary No. 26 will be held at the home of Evelyn Wolters, 936 Carillo Way, San Leandro, Thursday evening, Feb. 3, at 7:30 p.m. Each member is requested to bring a white elephant for sale at Evelyn's.

On Feb. 10 we will have a Valentine Party at Barbara Parker's home, 1658 Ashbury Lane, Hayward, commencing at 7:30 p.m. Everyone is asked to dress as a valentine.

Our annual rummage sale is tentatively planned for March or April.

I am happy to report Nellie Smith is coming along fine after her recent heart attack, which occurred two days before her 90th birthday.

Patronize Our Advertisers!

Millmen 550

BY CLYDE JOHNSON

It may be the Year of the Horse for the Chinese people celebrating their New Year, but for millmen and cabinetmakers it will be the Year of the Vampire.

The life blood of the mill-cabinet industry in California will be drained by the vampires from the industrial slums in other states unless we win our fight for our jobs.

Anticipating this problem, Locals 550 and 262 (San Jose) adopted identical resolutions for the February convention of the State Council of Carpenters, which outline a complete program for defending our jobs.

Some parts of this program are familiar tactics used for the past four years. The District Council of Carpenters is now cooperating in pre-job conferences to check out the suppliers of cabinets, doors, millwork, tops, etc.

We will need much more cooperation from members. First of all, we should get all reports of out-of-state or foreign cabinets or millwork. Report a situation even if you think we may know about it. Just make sure we know.

A lot of picketing will be necessary, including the picketing of model homes on weekends. We are going to need all the volunteer pickets we can muster.

In the state convention, we hope to have our resolutions adopted so our campaign will be statewide, with the entire Carpenter organization driving the spike in the heart of the vampire.

The construction carpenter has as much or more at stake in this fight. Much of the pre-fab and pre-cut material now delivered to job sites is either non-union or manufactured by men working for about \$2 an hour. Our resolution asks the state council to organize the entire jurisdiction of the Carpenters and to sign contracts carrying Bay Area mill rates.

Carpenters should understand that one out of five (20 per cent) new housing units in California are aluminum mobile homes. Wages in these trailer plants, especially the non-union plants, are below \$2.50 an hour. This trend is robbing the carpenters of jobs.

Carpenters should understand that all the installation work that is being scabbed in today is robbing them of work and feeding a spreading cancer of chiseling by sub-contractors. Unless this is stopped, the fair employers will be driven out of business, Millmen in their shops will be out of work, and the Carpenters will have their work done by cheap scabs.

Millmen are interested in cabinets, fixtures, pre-fit doors, bi-fold doors, wardrobe doors, all windows, counter tops, bar tops, synthetic marble tops, shutters, all millwork, etc. We oppose the raiding of out-of-state or foreign vampires.

The school districts that use our tax dollars to patronize segregated industrial slums outside California will get our opposition in every way possible. If they've been suckered by the vampires, at least we can cut off the blood money and educate the public to their stupid economics.

The full strength of 130,000 members of the United Brotherhood of Carpenters must be turned on these problems by resolution of the state convention. If some of the tactics trample the toes of chiselers, it can only help our fight for our jobs. We must have the guts and determination to win or this really will be our Year of the Vampire.

Why not pass this copy of the East Bay Labor Journal to a friend of yours when you are finished reading it!

I AM MOVING

Effective _____ I am moving to a new address

Name _____ Union No. _____

Old Address _____ City _____

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Groulx says training projects set up just to get U.S. funds

Continued from page 1

MDTA (Manpower Development and Training Act) courses for wardmaids and taxi drivers.

"These were hardly the kind of jobs leading to permanent and rewarding careers for minority people."

FEDERAL FUNDS

Groulx charged that "perhaps the reason for the failure of the Department of Employment in this important field is the insistence of area representatives to enter any program where new federal financing to available, whether or not the department is equipped to do an adequate job in that field."

Concerning the proposed "skills bank," Groulx charged the plan is based on "an obsolete and superficial survey."

He added that the Central Labor Council "while in sympathy with the aims of such a project, has had to oppose the form of the present proposal."

Meetings between Central Labor Council representatives and officials of the State Department of Employment from Sacramento have resulted in "considerably improved" prospects for a well-run and realistic skills bank operation, Groulx noted.

"During the brief period necessary for these discussions, however," he added, "the response of the area office of the

Department of Employment has been to encourage the questioning of the motives of the Central Labor Council and its involved unions in daring to challenge a proposal which would obviously not solve the problems it was designed to attack."

Groulx called this "a deliberate attempt by the area representatives of the Department of Employment to cover their own bungling."

JOB LISTINGS

Another labor official who testified before the interim committee, Clinton Fair, social insurance director for the California Labor Federation, asked for a "thorough study" to find out how many employers are listing job openings with the Department of Employment.

Fair said the survey should include whether employers should be required to list job openings with the state agency and possible penalties for those that don't.

Also recommended by Fair were penalties for employers who delay unemployment benefits for former employees "without adequate cause."

Committee chairman was Assemblyman George N. Zenovich (D-Fresno). One of the members was Assemblyman W. Byron Rumford (D-Berkeley).



Prefab threat to on-site jobs just around corner, BTC told

The threat of prefabricated homes and buildings to on-site construction jobs isn't 10 years away—it's "just around the corner."

This warning was issued to Alameda County Building Trades Council delegates last week by Business Representative J. L. Childers.

The building tradesmen were informed that their AFLCIO Building and Construction Trades Department has engaged a research firm to do a nationwide survey on implications of automation and prefabrication for construction unions.

The report, when issued, will include recommended courses of action for unions, Childers said.

CHRONICLE ARTICLE

The subject arose when Business Manager Tom Sweeney of Electrical Workers 595 reported on an article in the San Francisco Chronicle, stating that prefabrication is reducing jobs in construction.

President Paul Jones reported that another prefab firm is planning to locate in Vallejo.

Childers told of a 100 unit prefab apartment building installed in 10 days in Fresno last year. He said the components were made in a plant unionized by the Furniture Workers at pay rates considerably lower than those in construction.

Similar firms have located or are planning to locate in the San Diego, Modesto and San Jose areas, Childers told delegates, adding that Modulux, Inc., in Southern Alameda County is a large manufacturer of prefabricated classrooms for schools.

10 DAY DELIVERY

One prefab company in the Midwest guarantees delivery and erection on the site within 10 days anywhere within a 600 mile radius, Childers declared.

It takes four men three days

to do the on-site assembly. The same men drive the trucks carrying the prefab components.

Foundation, floor and carpet laying are the only regular construction operations done on the site, according to the BTC business representative.

PER CAPITA ISSUE

President Jones reported that the council has increased its affiliation by from 2,500 to 3,000 unionists through a new strict policy of requiring unions to pay full per capita tax on all their members working in Alameda County.

Sweeney praised the council's policy and commented on problems facing the Pacific Coast Metal Trades Council.

Childers reported on improved prospects for building trades unions at the Camp Parks Job Corps Center.

The council endorsed Robert Nisbet for endorsement to the new State Workmen's Compensation Appeals Board.

Strike sanction was granted to Plumbers 444 against employers covered by their petroleum contract.

An offer of support was extended to Sheet Metal Workers 355 in a strike against West Coast Steel Co.

Poverty area residents invited to conference

A conference for residents of Bay Area poverty areas will be sponsored by Oakland Neighborhood Service Centers today (Friday) and Saturday at Merritt College, starting at 9 a.m.

Its topic will be "New Careerists: Links Between Little Men and Big Society." Small discussion groups will be held.

Tell 'em you saw it in the East Bay Labor Journal!

Not enough houses for John Q.

Continued from page 1

from the unfair tax burden they shoulder."

The labor leaders called for a basic overhaul of local and state tax structure, including:

- Greater reliance on the progressive individual income tax by modifying personal income tax rates, graduated up to a maximum of at least 15 per cent.
- A state withholding tax system with deductions beginning high enough to exempt low income groups.
- A substantial boost in the bank and corporation tax, and,
- Higher gift and inheritance taxes.

The Executive Council said "families with annual incomes of below \$4,000 pay 50 per cent more proportionately in taxes than families with incomes between \$10,000 and \$15,000."

In New York, in recent years less than 30 per cent of state revenues have come from consumption taxes, including those on liquor, tobacco and gasoline and sales taxes, according to Peevey.

California's consumption taxes account for 60 per cent of the state's revenues, Peevey said.

This penalizes low income groups, according to the labor analyst.

McWilliams to speak

Carey McWilliams, editor of The Nation will speak on "Ethics in an Affluent Society" as part of the Chabot College Lecture Series at 8 p.m. Monday in the College Gymnasium, 25555 Hesperian Blvd., Hayward. Tickets at \$1 will be sold at the door.

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Continued from page 1

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NEGOTIATING COMMITTEE

The negotiating committee for the union was headed by Archie Goodman, ABC international vice-president. He was assisted by Local 119 Secretary-Treasurer Gilbert Botelho, members Ray Parks, Gordon Laqua and Donald Dickerson and De Christofaro.

In view of the good benefits enjoyed by Local 119 members at the firm, and the favorable relations between the union and management, De Christofaro urged all members of organized labor who have pets to "reach for Calo instead of some other dog food whose manufacturer is subsidizing far-right groups."

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PAUL S. WILLIAMS, Editor

1622 East Twelfth Street, Oakland, Calif. 94606

Phone 261-3981

New jobs key to Watts & Oakland problems

Shortages of workers in some skills are becoming more marked as business booms and the war in Vietnam escalates.

But for the unskilled teen-ager or minority group member, unemployment statistics are still alarmingly high.

Yet training, in itself, isn't the answer.

You can train only so many people for the openings that do exist. And the occupations with acute shortages are the ones which require a high degree of skill, and long training. This is usually why there are shortages.

The Central Labor Council has attacked the Oakland Adult Minority Project and the proposed Oakland Skills Center for training people in occupations where workers aren't needed.

It has pointed out that training a member of a minority group, then telling him: "Sorry, there are no jobs," only increases tensions and resentments — such as those which erupted in the Watts riots.

The need, obviously, is to create more jobs. These should be created in so-called ghetto areas, through government-sponsored projects. And unemployed members of minority groups in these areas should be trained to fill them.

This is the obvious solution to the problems of the Watts area of Los Angeles. And it is what Oakland needs, too. The Port of Oakland's plan to create 1,400 new jobs is obviously a step in the right direction.

The report of the California Advisory Committee to the U.S. Commission on Civil Rights emphasizes the need for creation of new jobs. But it also contains other recommendations, overlooked or played down by the McCone Commission. These should be heeded by Los Angeles, Oakland or any city with large numbers of minority groups concentrated in less desirable residential areas.

This is why we are summarizing the advisory committee's recommendations in two rather long articles. One is on this page today. The other will appear next week.

We hope Oakland's city fathers will read them and take heed.

Oakland subway alternatives

Bids for the downtown Oakland subway of the Bay Area Rapid Transit District are higher than estimates of the district's engineers. The lowest bid is 28 per cent above the engineering estimates.

This leaves the district with two basic alternatives:

- One is to award the contract to the lowest bidder and start construction as soon as possible, in the meanwhile trying to find financing for later stages of the BARTD network.

- The other is to call for new bids, breaking the subway project up into smaller construction jobs to be undertaken by separate bidders, or lowering standards for the entire subway and going through the bid process again.

The Central Labor Council went on record Monday night in favor of the first course of action. And a report to the Building Trades Council last week indicates support of the same position, if for no other reason than that any delays will result in higher construction costs and will cut the number of jobs created by the project in 1966.

The Labor Council's action was based on the fact that voters approved the original rapid transit bond issue in the belief they would get a first-class system.

Delays, resulting in inevitably higher costs, would mean lowering quality and service for BARTD. Poor quality rapid transit is doomed to failure. The public won't support it. Top quality rapid transit is badly needed in our overcrowded metropolitan area. The public wants it as soon as possible, and we believe the public will support it.

Build the Oakland subway now!

Compromise or total victory?

There were reports that the Oakland Civil Service Board adopted a "compromise" stand on Police Chief Edward Toothman's policy of assigning sergeants to do inspector's work.

Since the principles of civil service were completely disregarded, allowing the police chief to get his inspectors without giving them inspectors' pay or inspectors' seniority, we wonder what was a compromise about it. The settlement was a complete victory for Toothman. Labor's only member on the board, William Stumpf, voted against the sellout of civil service.

'Won't You Come In?'



McCONE REPORT CALLED SUPERFICIAL, UNORIGINAL

The California State Advisory Committee to the U.S. Commission on Civil Rights strongly attacked the McCone Commission report this week.

Despite a budget of \$250,000, a staff of 45 and the services of 26 consultants, the McCone Commission's report on causes and remedies for the Watts riots "is elementary, superficial, unoriginal and unimaginative," the advisory committee said.

"It offers little, if anything, in the way of a study of economic and sociological conditions not previously available in published reports of public agencies such as the Los Angeles County Commission on Human Relations," the advisory committee added.

"In fact, we believe that a recently printed series of articles on Southeast Los Angeles in the Los Angeles Times, at no expense to the public, provides a far better and more well-informed picture of the economic and sociological conditions in our city."

'LACK OF UNDERSTANDING'

The 14 distinguished Californians on the advisory committee found "running through the McCone Commission Report a marked and surprising lack of understanding of the civil rights movement and a tendency to criticize those who ask for a redress of grievances rather than those who deprive citizens of their constitutional rights."

They said they were "distressed by the implication . . . that those who criticized Proposition 13, or called for action in the area of social reform, are somehow to blame for the riot."

POLICE RELATIONS

The advisory committee was especially critical of the McCone Commission's handling of the problem of police-Negro relations in Los Angeles.

It said the McCone Commission should have investigated charges of police malpractice to determine whether they are true or false.

The advisory committee commented that the McCone Commission "did not allow its failure to resolve this essential issue to inhibit it from warning against the grave dangers inherent in criticizing the Police Department."

McCone Commission recommendations for an inspector general system, increased efforts in police-community relations and more frequent meetings of the Police Commission "fall far

short of a serious treatment of the problem," according to the advisory committee.

'WHITEWASHED PARKER'

Charging that the McCone Commission "in effect whitewashed Chief Parker and the administration of the Police Department," the advisory committee said:

"For years, police officials, and particularly Chief Parker, have turned a deaf ear to the complaints of Negro citizens of Los Angeles."

"Chief Parker has constantly refused to meet with Negro leaders, has challenged their right to represent their community, and has disparaged the civil rights movement."

YORTY CRITICIZED

The advisory committee said that "the attitudes and actions of Mayor Yorty prior to and during the riot contributed substantially to its existence and duration."

It said the mayor absented himself during the riots, including a visit to San Diego and a speech before the Commonwealth Club in San Francisco.

The McCone Commission's criticism of Lieutenant Governor Glenn M. Anderson was strongly disputed by the advisory committee.

Carefully listing the timetable of events leading up to the lieutenant governor's call for the National Guard, the advisory committee implied that the real fault lay with Mayor Yorty and Chief Parker for delays on their part—not with Glenn Anderson.

MEMBERS LISTED

The advisory committee includes: Episcopal Bishop James A. Pike, chairman; Judge Robert J. Drewes of San Francisco and Stephen Reinhardt of Los Angeles, vice-chairmen; Ira M. Heyman, Berkeley, secretary; Rabbi Morton A. Bauman, Tazana; William Becker, Sacramento; Mrs. Marjorie Benedict, Berkeley; Dr. Reynaldo Carreon Jr., Los Angeles; Bert N. Corona, Oakland; Assemblyman Mervyn M. Dymally, Los Angeles; Mrs. Carl Kuchman, Sacramento; Judge Loren Miller, Los Angeles; Alpha L. Montgomery, San Diego, and Dr. Hubert Phillips, Fresno.

Dr. Carreon, a member of the Los Angeles Police Commission, dissented from some of the findings of the advisory committee concerning the Police Department.

OPINIONS

You Write 'Em . . .

We Run 'Em!

MAR. 31 IMPORTANT DATE FOR MEDICARE

Editor, Labor Journal:

The 1965 amendments to the Social Security Law placed an extra responsibility on you and on us.

We just completed a survey to determine where the public learned about the provisions of the Social Security Law. The majority of people surveyed indicated they learned of the new provisions of the law from their newspapers. Thus, newspapers are our most important media for reaching the public. Thanks to your generous help the work loads brought about by the 1965 amendments are largely behind us.

There still remains the big job of completing contact with some 20 million people over 65 years of age who will be eligible in July 1966 for hospital and voluntary medical insurance. People who will be 65 by Jan. 1, 1966 must apply for the voluntary medical insurance by March 31, 1966 to have this protection in July, 1966. If they fail to apply by March 31, 1966 they will not have another opportunity until October, 1967, and will not have protection until July, 1968. In addition, the cost, which is now \$3 per month, will increase 10 per cent for each year they delay.

Failure to apply for medicare will result in hardship for many and disappointment for most. We expect to issue news stories and releases urging prompt filing for medicare. I am sure we can count on you for your continued cooperation.

Thank you and your staff for cooperation and best wishes for a successful and prosperous 1966.

WILLIAM B. HAYWARD,
District Manager
Social Security
Administration

★ ★ ★

COST TO CONSUMERS

At the request of only two of the 12 Federal Reserve Banks—the financial centers in New York and Chicago—the board, by a 4-3 vote, has raised the price of money to its highest level in 35 years.

The implications of that act are every bit as grave and ominous as the unfortunate attempt by the aluminum industry to raise its prices in defiance of a national policy to contain inflationary trends.

To California, the implications of higher credit costs are especially threatening. Our construction and economic expansion programs the largest in the nation, are dependent on reasonable interest rates.

The state and local governments alone last year sold \$1.4 billion worth of bonds for construction of schools, colleges, parks and other facilities.

Almost surely the cost of those buildings, the cost of new homes and the cost of consumer credit will rise under the interest squeeze now being exerted by the banks.—Gov. Edmund G. (Pat) Brown.

★ ★ ★

FIRST STEP

By phasing out the use of braceros, the first long step has been taken toward eliminating the special disadvantages of wage earners in California agriculture. But it is only the first step. Much remains to be done before farm workers will have the same status as those in other industries and before agricultural employers will have built and maintained reliable and efficient domestic labor supply.—California Farm Labor Panel.